



DURHAM SOIL AND WATER CONSERVATION DISTRICT



DURHAM SOIL AND WATER CONSERVATION DISTRICT

AND

NATURAL RESOURCES CONSERVATION SERVICE

JOINT ANNUAL PLAN OF WORK

JULY 1, 2006- JUNE 30, 2007



Phone (919) 560-0558 Fax (919) 560-0563 721 Foster Street Durham NC 27701 www.co.durham.nc.us

The Soil is the source of life, creativity, culture, and real independence.

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DURHAM SOIL AND WATER CONSERVATION DISTRICT



MAJOR OBJECTIVES

- I. Maintain NC Agriculture Cost Share Program
- II. Assist with implementing State Regulations pertaining to the Upper Neuse River Basin
- III. Support the 2002 Farm Bill by implementing the Environmental Quality Incentives Program (EQIP)
- IV. Work closely with Durham City and County Government in the implementation of a strong water quality improvement program
- V. Seek new funding sources for District activities
- VI. Enhance District Image
- VII. Maintain a strong Environmental Education Program
- VIII. Support the development, adoption, and implementation of a comprehensive Farmland Preservation Ordinance by the Board of County Commissioners
- IX. To install and demonstrate Stream Restoration Projects
- X. Carry out an effective Community Conservation Programs
- XI. Carry out effective EEO Program





DURHAM SOIL AND WATER CONSERVATION DISTRICT



Associating Agencies

- I. Division of Soil & Water of the Environment, Health and Natural Resources (EHNR)
Division of Water Quality
- II. Division of Water Quality
- III. United States Department of Agriculture
 - a. Farm Service Agency
 - b. Natural Resources Conservation Service
 - c. Wildlife Resources Commission
- IV. Durham City Public Works
 - a. Stormwater Management

Durham County/City Environmental Affairs Board
Eno River Association
New Hope Creek Corridor Committee
Environmental Engineering
Upper Neuse River Basin Association
Durham City Environmental Resources Department
 - a. Water Treatment
- V. Agricultural Advisory Service
Division of Soil & Water of the EHNR
 - a. Soil
 - b. Wetlands

Durham City Environmental Resources Department
 - a. Water Treatment

Durham City Engineering Department
 - a. Stormwater Management





DURHAM SOIL AND WATER CONSERVATION DISTRICT



Durham Parks and Recreation
Durham Soil & Water Conservation District
Environmental Protection Agency

- a. Air Quality
- b. Water Quality

NC Forest Service
NC Wildlife Resource Commission

- a. Fish Biologist
- b. Enforcement

Sunshares

VI. Enhance District Image through Triangle Area Newspapers and Television

VII. Division of Soil & Water of the EHNH
a. Water Quality

Durham City Public Works Department
a. Stormwater Management

Department of Durham County General Services
Durham Parks and Recreation
Durham Public School System
Durham Soil & Water Conservation District
Environmental Protection Agency
Natural Resource Conservation Service, USDA
NE Central Community Youth Groups
North Carolina State University
a. Biological & Agricultural Engineering
b. NCSU Cooperative Extension Service

TECSTAR

VIII. Durham County Tax Office
Farmland Advisory Board





DURHAM SOIL AND WATER CONSERVATION DISTRICT



- IX. City of Durham
- a. Storm Water Services
 - b. Environmental Resources

County of Durham

- a. General Services

Durham Correctional Center
NRCS
Clean Water Management Trust Fund
EPA
NC Water Resources

- X. City of Durham
- c. Storm Water Services
 - d. Environmental Resources

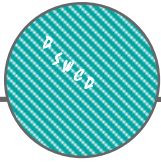
County of Durham

- b. General Services

Durham Parks and Recreation
Durham Public School System
Durham Soil & Water Conservation District
NC Big Sweep
NC Stream Watch
One NC Naturally
NC Division of Soil & Water Conservation
Wildlife Resources Commission

- XI. Carry out effective EEO Program





DURHAM SOIL AND WATER CONSERVATION DISTRICT



OBJECTIVE I - MAINTAIN NORTH CAROLINA AGRICULTURE COST SHARE PROGRAM

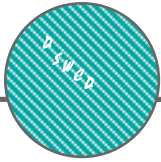
Goal 1 - Update Cost Share Strategy Plan For Addressing BMP Concerns

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|--|------------|-------------|
| 1) Meet with agricultural agency heads to gather data for the plan | Staff | May |
| 2) Update the plan showing estimated funding needs, acres treated and water quality priority areas | Staff | May |

Goal 2 - Implement Program By Assisting Landowners With The Installation Of Conservation Practices.

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|---|-----------------------------|-------------|
| 1) Prioritize water quality problems within the District and utilize the ranking system adopted by the district for participation | Full Board | All Year |
| 2) Continue to contact landowners to encourage participation in Cost Share Program | Full Board Staff | All Year |
| 3) Conduct Annual 5% Spot Check to ensure practices meet standards | Minimum One Board Member | May |
| 4) Plan Design and install needed BMPs through NCACSP to meet yearly goals | Staff | All Year |





DURHAM SOIL AND WATER CONSERVATION DISTRICT



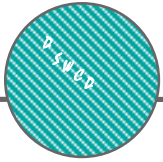
Goal 3 - Maintain State And County Funding For Districts Cost Share Program

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|--|------------|------------------------------------|
| 1) Lobby Durham Legislative delegation for continued support of Cost Share Program | Full Board | December February |
| 2) Lobby State Soil and Water Conservation Commission for increased allocation of Cost Share monies to Durham County | Full Board | August January March June |
| 3) Lobby County Commissioners for increased funding of the Districts Resource Conservation Program | Full Board | All Year |

Goal 4 – Participate in Area IV Ag Cost Share Committee

| | | |
|------------------------------|-----------------|--------------|
| 1) Attend Committee Meetings | Layton Staff | As Scheduled |
|------------------------------|-----------------|--------------|





DURHAM SOIL AND WATER CONSERVATION DISTRICT



OBJECTIVE II – TO ASSIST WITH IMPLEMENTING STATE REGULATIONS PERTAINING TO THE NEUSE RIVER BASIN

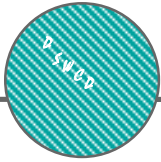
Goal 1 – Continue To Support The Work Of Various Committees

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|---|------------|--------------|
| 1) Attend scheduled meetings | Rosenthal | As Scheduled |
| 2) Work with Neuse tech to develop Annual Report | Staff | As Scheduled |
| 3) Utilize the Nitrogen Loss Evaluation Worksheet | Staff | All Year |

Goal 2 - Educate Landusers and Owners

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|--|------------|-------------|
| 1) Visit urban and rural landusers and owners to discuss Neuse River Rules | Staff | All Year |
| 2) Produce and distribute broadcast educational informational materials on the Neuse River Rules | Staff | All Year |
| 3) Assist UNRB with implementation of the Upper Neuse Watershed Management Plan | Rosenthal | All Year |





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Goal 3 – Assist Landusers And Owners With Compliance

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|--|------------|-------------|
| 1) Work with landusers and owners in developing Conservation Plans to ensure compliance with the Farm Bill | Staff | All Year |
| 2) Install riparian buffers and associated BMPs as needed | Staff | All Year |
| 3) Conduct Annual Status Reviews | Staff | June |
| 4) Maintain current Nitrogen reduction percentages | Staff | All Year |

OBJECTIVE III - SUPPORT THE FEDERAL FARM BILLS

Goal 1 - Educate Landowners and Interagency Partnership on Total Resource Management Concepts and Program Guidelines for Development Of Local EQIP Resource Needs and Objectives

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|---|---------------------|-------------|
| 1) Provide information and education through the Newsletter, Web site, and other forms of media | Staff | All Year |
| 2) Remain active in local work group to discuss various concerns | Full Board Staff | As Needed |
| 3) Maintain a close relationship with FSA, Forest Service, Wildlife Resources Commission, CES, and other partners, in an effort to coordinate assistance to farmers | Staff | All Year |





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|----|---|---------------------|----------|
| 4) | Support and participate in basin-wide priority area efforts | Full Board Staff | All Year |
|----|---|---------------------|----------|

Goal 2 - Implement EQIP To Provide Cost Share For Resource Management Systems (RMS)

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|---|------------|-------------|
| 1) Provide technical assistance to landowners in developing total resource conservation plans as needed | Staff | All Year |
| 2) Rank EQIP applications | DC | As Needed |
| 3) Install practices according to NRCS standards and specifications as required | Staff | All Year |

Goal 3 - Implement WHIP To Increase Habitat On Private Lands

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|---|------------|-------------|
| 1) Inform landowners about WHIP through various means such as information sheets, newsletters and Web site | Staff | All Year |
| 2) Provide technical assistance to landowners wishing to improve wildlife habitat as required | Staff | All Year |
| 3) Prioritize and rank applications by utilizing the Wildlife Habitat Index form, the ranking form, and the conservation plan | DC | All Year |
| 4) Install practices according to NRCS standards and specifications as required | Staff | All Year |





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Goal 4 - Continue To Promote And Implement The Conservation Reserve Program (CRP)

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|---|------------|-------------|
| 1) Make landowners aware of upcoming sign up periods through various forms of media | Staff | All Year |
| 2) Promote the continuous CRP to assist landowners in buffer implementations | Staff | All Year |
| 3) Process applications, complete plans, and write contracts as required | Staff | All Year |
| 4) Assist in plan installation as needed | Staff | All Year |

Goal 5 – Promote And Implement The Conservation Reserve Enhancement Program (CREP)

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|---|------------|-------------|
| 1) Promote CREP through news articles and other local media | Staff | All Year |
| 2) Visit interested landowners to discuss application options | Staff | All Year |
| 3) Assist landowners and FSA with application process | Staff | All Year |
| 4) Complete plans as necessary | Staff | All Year |

Goal 6 – Actively Participate in the Piedmont Resource Conservation & Development Council (RC&D)

| | | |
|---|--------------|----------|
| 1) Continue to lobby for the adoption of Durham County into the Piedmont RC&D Council | Layton Staff | All Year |
| 2) Educate citizens and Public Officials on RC&D projects | Layton Staff | All Year |
| 3) Solicit projects for RC&D funding within the county | Staff | All Year |





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|----|---|--------|--------------|
| 4) | Work with RC&D Coordinator in securing grants for RC&D projects | Staff | All Year |
| 5) | Attend and actively participate in Council meetings | Layton | As Scheduled |

OBJECTIVE IV - WORK CLOSELY WITH DURHAM CITY, COUNTY, AND STATE GOVERNMENT IN THE IMPLEMENTATION OF A STRONG WATER QUALITY IMPROVEMENT PROGRAM

Goal 1 - Reduce the Impact Of Agriculture And Urban Development On Water Quality Within Our Water Supply Watershed

- | | <u>Action</u> | <u>Who</u> | <u>When</u> |
|----|--|---------------------|-------------|
| 1) | Target areas around reservoirs and streams for participation in Federal and State Cost Share Program | Full Board Staff | All Year |
| 2) | Promote cooperative relationships with Upper Neuse Basin Association, New Hope Creek Corridor Committee, Eno River Association, Ellerbe Creek Association and other associations | Eurquhart | All Year |

Goal 2 - Encourage Maintenance Of Strong Water Quality Regulations

- | | <u>Action</u> | <u>Who</u> | <u>When</u> |
|----|---|------------|-------------|
| 1) | Continue to lobby Commissioners and Council members to maintain strong water quality regulation including forest land | Full Board | All Year |
| 2) | Educate public on the importance of a strong ordinance through a public relations campaign | Full Board | All Year |





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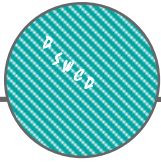


| | | | |
|----|--|---------------------|----------|
| 3) | Create a sense of conservation awareness amongst commercial industrial and residential developers | Full Board Staff | All Year |
| 4) | Provide technical assistance to developers within Water Supply Watersheds | Staff | All Year |
| 5) | Participate in Durham County/City Environmental Affairs Board in examining water quality and proposed ordinances | Rosenthal Staff | All Year |
| 6) | Work with Local and State Officials in monitoring BMPs on major road construction projects and their impact on water quality | Full Board | All Year |

Goal 3 - Assist the County Environmental Engineering Staff In Effective Installation Of Sediment and Erosion Control Plans

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|---|---------------------|--------------------|
| 1) Continue to review and comment on S & E plans submitted by developers | Full Board Staff | All Year |
| 2) Visit sites to better understand the installation process and to stay up-to-date on the developer's adherence to S & E plans | Full Board Staff | As Needed |
| 3) Encourage proper installation of S & E practices by supporting training sessions for developers | Full Board Staff | All Year |





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OBJECTIVE V - SEEK FUNDING SOURCES FOR DISTRICT ACTIVITIES

Goal 1 - To Seek Funding For District Activities

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|--|---------------------|-------------|
| 1) Solicit scholarship assistance to send additional students to Resource Conservation Workshop | Full Board | All Year |
| 2) Solicit contributions and in-kind assistance for certificates and banners and educational brochures | Full Board | All Year |
| 3) Solicit contributions and grant funding for video production newsletters and print outreach materials | Full Board | All Year |
| 4) Solicit contributions and grant funding for environmental materials | Full Board | All Year |
| 5) Maintain wildflower, bird boxes, and rain barrel sales | Full Board Staff | All Year |
| 6) Solicit endowments for environmental awards | Davidson | All Year |

Goal 2 - Establish Financial Assistance, In Addition To County Funding For District Operations

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|---|------------|-------------|
| 1) Solicit contracts with other units of government to carry out conservation education and district activities | Davidson | All Year |





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|-----|---|-----------------------|----------|
| 2) | Seek government grants to implement conservation programs and district activities | Full Board | All Year |
| 3) | Solicit endowment for perpetual funding of district operations | Eurquhart Davidson | |

Goal 3 – Enhance Associates Memberships Program

- | | | | |
|----|---|------------|----------|
| 1) | Solicit businesses, educational institutes, and others to become associates members | Full Board | All Year |
|----|---|------------|----------|

OBJECTIVE VI – ENHANCE DISTRICT IMAGE

Goal 1 – Press Relations

- | | <u>Action</u> | <u>Who</u> | <u>When</u> |
|----|--|---------------------|-------------|
| 1) | Solicit a good working relationship with the local media | Full Board Staff | All Year |

Goal 2 – Promote District Programs Through In-House Media Outlets

- | | <u>Action</u> | <u>Who</u> | <u>When</u> |
|----|---|---------------------|-------------|
| 1) | Create and Distribute newsletter as needed | Full Board Staff | Bi-annual |
| 2) | Maintain web site | Staff | All Year |
| 3) | Staff tables at civic events | Full Board Staff | All Year |
| 4) | Maintain awards program by recognizing worthy contestants | Full Board | April |





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OBJECTIVE VII - MAINTAIN A STRONG ENVIRONMENTAL EDUCATION PROGRAM

Goal 1 - Increase Public Awareness Of District Activities

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|---|------------|-------------|
| 1) Contact newspapers through press releases related to District activities | Staff | All Year |
| 2) Design and distribute promotional brochures and pamphlets | Staff | All Year |
| 3) Publish and distribute newsletters | Staff | Bi-annual |
| 4) Maintain Conservation Awards Program | Full Board | April |

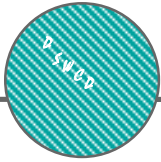
Goal 2 - Provide Educational Resources To Public And Private, Primary And Secondary Schools And Area Universities And Colleges, as well as local groups, clubs and organizations

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|---|------------|-------------|
| 1) To provide teachers and instructors with classroom presentations | Staff | All Year |
| 2) Design and distribute a newsletter for teachers | Staff | Fall |

Goal 3 - Continue To Sponsor Environmental Field Days

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|---|-----------------|-------------|
| 1) Work with Durham Parks and Recreation to re-establish the Environmental Field Days | Eurquhart Staff | January |





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|----|---|---------------------|----------|
| 2) | Contact public and private schools and local Scout troops to establish interest and participation | Staff | All Year |
| 3) | Make necessary arrangements regarding date, time, location, subject matter, etc. | Staff | July |
| 4) | Hold event and publicize its success | Full Board Staff | Fall |

Goal 5 - Sponsor A Conservation Workshop

- | <u>Action</u> | <u>Who</u> | <u>When</u> |
|---|---------------------|--------------|
| 1) Make necessary arrangements date, time, location, subject matter regarding program | Staff | July |
| 2) Hold event and publicize its success | Full Board Staff | As Scheduled |

Goal 6 - Sponsor Countywide Stream Cleanups

- | <u>Action</u> | <u>Who</u> | <u>When</u> |
|--|---------------------|--------------|
| 1) Attend Big Sweep Orientation meetings | Staff | As scheduled |
| 2) Coordinate County's Big Sweep efforts | Staff | August |
| 3) Seek sponsors from area businesses | Davidson Staff | All Year |
| 4) Conduct countywide stream cleanups | Staff Volunteers | October |
| 5) Publicize results | Staff | All Year |





DURHAM SOIL AND WATER CONSERVATION DISTRICT



Goal 7 - Promote Soil And Water Stewardship Week, Clean Water Week, National Wildlife Week, Poster And Essay Contests, Public Speaking Contest, Earth Day Celebration, and Conservation Activities

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|---|-------------------|--------------------|
| 1) Solicit participation for the above conservation program | Staff | All Year |
| 2) Conduct annual competition for the above conservation programs | Staff | All Year |
| 3) Publicize the above conservation programs through media | Staff | All Year |

OBJECTIVE VIII - SUPPORT THE IMPLEMENTATION OF A COMPREHENSIVE FARMLAND PROTECTION ORDINANCE

Goal 1 - Develop Broad-Based Support for Farmland Protection

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|--|------------------------------|--------------------|
| 1) Actively participate in the Durham Farmland Protection program | Eurquhart Layton Staff | All Year |
| 2) Continue to solicit landowners to participate in Farmland Protection Program | Staff | All Year |
| 3) Work closely with a variety of community groups to gain support for protecting farmland | Full Board | All Year |





DURHAM SOIL AND WATER CONSERVATION DISTRICT



| | | | |
|----|---|---------------------|--------------|
| 4) | Develop and implement conservation plans to insure eligibility of Program | Staff | All Year |
| 5) | Lobby appropriate officials for adequate funding In the purchasing of development rights | Full Board | All Year |
| 6) | Provide information relating to preparing proposals for the Farm and Ranchland Protection Program | Staff | All Year |
| 7) | Attend meetings as scheduled | Eurquhart Layton | As Scheduled |
| 8) | Provide Staff support to the Farmland Advisory Board | Staff | All Year |

Goal 2 - Identify any statutory or regulatory impediments to the development of a Comprehensive program

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|---|-------------------|--------------------|
| 1) Review with County Attorney and Tax and Planning Departments local land use ordinances that adversely impact on agricultural stability | Rosenthal | All Year |
| 2) Encourage local legislators to enact a Transfer of Development Rights Program for Durham County | Howerton | All Year |
| 3) Encourage local legislators to repeal tax laws that adversely affects agricultural lands | Howerton | All Year |





DURHAM SOIL AND WATER CONSERVATION DISTRICT



OBJECTIVE IX - TO INSTALL AND DEMONSTRATE STREAM RESTORATION PROJECTS

Goal 1 – Seek Additional Stream Restoration Projects

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|--|---------------------|-------------|
| 1) Solicit partnerships in stream projects | Full Board Staff | All Year |
| 2) Select sites for possible restoration | Full Board Staff | All Year |
| 3) Conduct tours | Full Board Staff | All Year |
| 4) Promote to Media | Full Board Staff | All Year |

Goal 2 - Seek Grant Funding For Additional Projects

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|---|---------------------|-------------|
| 1) Seek a cooperative relationship with Grant funding agencies | Staff | All Year |
| 2) Apply for area local, State, and Federal grant monies for rehabilitation of streams in the Neuse and Cape Fear River Basin | Full Board Staff | All Year |

Goal 3 – Become educated on the latest technology

Action

| | | |
|---|-------|----------|
| 1) Attend various training on stream restoration techniques | Staff | All Year |
|---|-------|----------|





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2) Solicit additional funding for training

Full Board

March

OBJECTIVE X- CARRY OUT EFFECTIVE COMMUNITY CONSERVATION PROGRAMS

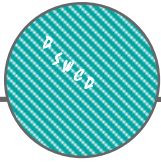
Goal 1 – Seek Support for Community Conservation Activities

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|---|------------------|-------------|
| 1) Be informed about what is potentially available for funding Community Conservation | Director | All Year |
| 2) Attend relevant meetings on community conservation | Eurquhart Staff | All Year |
| 3) Solicit support from Urban, Rural and Environmental groups | Full Board Staff | All Year |

Goal 2 – Perform Community Conservation Activities

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|---|---------------------|-------------|
| 1) Coordinate county-wide Adopt-a-Stream program | Staff Full Board | All Year |
| 2) Coordinate Rain Barrel sale for water saving benefits to county and city citizens | Staff Full Board | Year |
| 3) Engage public/private schools, community groups, local businesses, and interested individuals in community conservation activities | Full Board | All Year |
| 4) Publize accomplishments | Staff | All Year |





DURHAM SOIL AND WATER CONSERVATION DISTRICT



Goal 3 - Sponsor Countywide Big Sweep Stream Cleanup

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|--|---------------------|--------------|
| 1) Attend Big Sweep Orientation meetings | staff | As scheduled |
| 2) Coordinate County's Big Sweep efforts | Staff | August |
| 3) Seek sponsors from area businesses | Davidson Staff | All Year |
| 4) Conduct countywide stream cleanups | Staff Volunteers | October |
| 5) Publicize results | Staff | All Year |

Goal 4 – Assist urban landowners with natural resource concerns

| <u>Action</u> | | |
|--|-------|----------|
| 1) Conduct drainage erosion inventory and evaluations as requested | Staff | All Year |
| 2) Provide technical assistance as needed | Staff | All Year |

Goal 5 – Support Development of Central Park

| <u>Action</u> | <u>Who</u> | <u>When</u> |
|--|------------|--------------|
| 1) Actively participate in City and County initiatives concerning Central Park | Staff | All Year |
| 2) Provide technical assistance for the development | Staff | As requested |





DURHAM SOIL AND WATER CONSERVATION DISTRICT



of the Park

Goal 6 – Develop and Implement a Beaver Management Program

Action

- | | | |
|--|------------|----------|
| 1) Develop a ranking system and cost share rate for Landowners to participate | Staff | August |
| 2) Promote program to citizens through means of website, newsletter, media, etc. | Staff | All Year |
| 3) Solicit additional funding for managing additional sites | Full Board | March |

OBJECTIVE XI - CARRY OUT EFFECTIVE EEO PROGRAM

Goal 1 - Increase Minority Awareness Of NRCS And District Activities.

Action

Who

When

- | | | |
|--|-------|----------|
| 1) Staff will ensure services are provided on an equal opportunity basis | Staff | All Year |
| 2) Work with limited resource farmers and minority landusers to ensure understanding of Food Security Act and continued Implementation of their plans. | Staff | All Year |
| a. Ensure EEO statement is included in all public information | | |
| b. Review parity reports monthly to ensure equal opportunity | | |
| c. Review demographic data annually to ensure accuracy | | |
| d. Attend EEO training as provided | | |



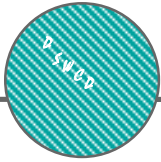


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|----|--|-------|----------|
| 3) | Install practices with cost share funds on minority farms | Staff | All Year |
| 4) | Recruit minorities and females as potential employees and volunteers | Staff | All Year |
| 5) | Comply with Federal, State, County EEO, and Civil Rights policies | Staff | All Year |





DURHAM SOIL AND WATER CONSERVATION DISTRICT



Adopted this Plan of Work for Fiscal Year 2007

Chairman

Vice Chairperson

Secretary/Treasurer

Supervisor

Supervisor

